

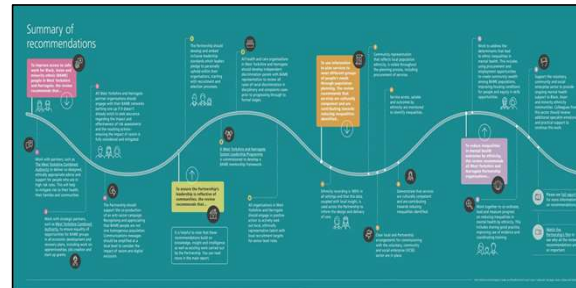
Embedding Diversity Policies to Ensure an Inclusive Workplace Environment: A *West Yorkshire Health and Care Partnership Case Study*

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The West Yorkshire Journey

Across West Yorkshire we are embedding equality, diversity and inclusion across our System and Place's. We take an approach that recognises the space for and value of policies and processes, and place equal emphasis on the importance of shifting the culture.

One of our 10 strategic ambitions emphasises leadership diversity to reflect local demographics.



The independent review into ethnicity-based inequalities underlines much of our progress and action

West Yorkshire Health and Care Partnership

Tackling health inequalities for ethnic minority colleagues and communities

Our one year on report charts the progress and reiterates our commitment

One year on report
November 2021



Our Race Equality Network are central players in all that we do

West Yorkshire Health and Care Partnership

Race Equality Network 'Connected on Inclusion' Report

Our Connected on Inclusion Report (coming soon!) will document our national connections and next steps on this agenda

Celebrating the huge achievements in race equality across West Yorkshire
'REFLECT, CONNECT AND IMPROVE'

March 2022

Identifying and Tackling Unconscious Bias in Recruitment Processes

- ✓ All roles above Band 8 have a REN member on the recruitment panel
- ✓ The REN have a strong voice in senior recruitment – e.g. ICB Recruitment
- ✓ WY Fellowship is a positive approach to giving aspirant ethnic minority leaders exposure and opportunity at senior level
- ✓ Reviewing our recruitment and selection processes, launching inclusive recruitment resources
- ✓ WY Racial Inequalities Training creates more equitable culture and directly challenges bias

Mentoring Opportunities to Enable Progression

- ✓ WY partners have launched effective mentoring schemes within their local Place and organisation
- ✓ Recently launched a system-wide reciprocal mentoring offer, open to colleagues from across all Partnership organisations to be matched with senior leaders from our System Leadership Executive Group. **17 ethnic minority colleagues have been matched.**
- ✓ £50,000 of funding has recently been secured – some used to procure 2 cohorts of ILM 5 coaching for ethnic minority colleagues

Strengthening the Role of Staff Networks to Inform Decision-Making

- ✓ Race Equality Network Representation on numerous decision-making boards – SLE, Clinical Forum, People Board, ICB Future Design Groups etc.
- ✓ Network ability to receive and comment on Board papers early
- ✓ Direct Network leadership of key initiatives through Network sub-groups
- ✓ The Network are positioned at the centre of our Connected on Inclusion workplan

Embedding Diversity to Create an Inclusive Working Environment Across West Yorkshire

The Wider Journey

The information presented provides a snapshot of what we have done at WY level.

We are trying to shift a wider culture that will enable more inclusive recruitment and a diverse and equitable work environment

As an ICS, it's critical that our Place's have owned this agenda and taken forwards initiatives.

Thank you...
for standing in solidarity with
your colleagues

West Yorkshire
Violence Reduction Unit
Tackling Violence Together

West Yorkshire and Harrogate
Health and Care Partnership

ROOT OUT RACISM

Racism is more than what you see. Let's root it out.

Our Anti-Racism Movement, co-designed by colleagues with lived experience underlines our culture shift

We know that there is more to do, and we continue to aspire to do more. We have a clear view and plans on numerous fronts – from the Connected on Inclusion actions to embedding the equality agenda within future ICB strategies.